

FOLIO

UNIVERSITY OF ALBERTA
5 MARCH 1993



INSIDE

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SU and University working together to show people how research affects entire province

Over the past three summers, Students' Union representatives have been traveling Alberta, speaking to community groups such as Lions and Rotary clubs about the University of Alberta's role in the province.

People expect their sons and daughters to be well taught at the University and to receive a solid undergraduate education, but few of them are very aware of the University's important research role, says SU President Randy Boissonnault.

For example, not many people know about the key role U of A professors are playing in the political reconstruction of Ukraine, or that an English professor is one of the leaders of a team that's reconstructing the Globe Theatre in London. They also may not be aware of how crop yields are being bolstered by new methods developed at the University.

The SU and the University want to change that.

The University needs a short, snappy pamphlet it can give people in the broader community which will explain just how re-

search touches people in Lloydminster and people around the world, Boissonnault asserts. When a farmer in Lloydminster asks "What does U of A research do for me?" the University has to be able to demonstrate how its researchers are enhancing canola yields.

Associate Vice-President (Research) Bob Busch has asked academic staff to compile examples of how research is making a difference in the broader community. It has become apparent that the Board of Governors, the Students' Union executive, members of central administration, Public Affairs, the AAS:UA and individual staff members who interact regularly and systematically with important representatives of Alberta communities could make a better case for the impact of our research if we gave out more information about it, he explained to academic staff.

How many people know about the University's ability to attract more than \$80 million annually in external funding to conduct sponsored research, and the profound impact that

has on the Alberta economy? asks Boissonnault. And are people around the province aware of the fact that some of the leading authorities in their fields are working right here at the U of A?

Boissonnault says that it's clear from speaking with people outside of Edmonton that they're not well informed about the University's important research role—but they want to know more. He points out that the University of British Columbia has been taking steps to address similar concerns in that province. UBC has divided up the province by constituency and sent MLAs information on just how UBC's research activities are having an impact in each and every constituency. Boissonnault thinks that's a good idea, and one worth learning from.

He says the production of a pamphlet is "one of the things we can't afford not to do. I'd like to encourage researchers on campus to respond to Dr Busch's letter and I hope the University can back this initiative."



Premier Ralph Klein

No grant increase for postsecondary institutions

This week's announcement by the provincial government not to give grant increases to postsecondary institutions for 1993-94 was not unexpected, says Board of Governors Vice-Chair Bill Grace.

"However, we believe this is a signal that we may well expect a reduction in government grants in the future," Grace said.

The government announced that grants would not increase this year for schools, postsecondary institutions and municipalities. The announcement will be considered as the University continues its 1993-94 budget process, Grace said. *Folio* will carry further details in its next issue.

Students' T-shirt designs impress organizers of ESO's Beat Beethoven race

The "Lookin' good!" shout that runners will hear during this summer's Beat Beethoven race will also be music to their ears when they don the T-shirt awarded at the conclusion of the event.

They will have Kyle Loranger, a student in the University's Visual Communication Design Program, to thank. He and 17 other graduating students submitted designs to a graphic competition arranged by Race Director Rebecca Bersagel, in cooperation with the race's sponsor, the Edmonton Symphony Orchestra.

Loranger's design will appear on some 3,000 long-sleeve T-shirts, 1,500 race brochures and 300 promotional posters.

The design replaces the stern countenance of Beethoven that had been standard-issue since the first running of the race in 1985.

Bersagel said, "We wanted to enlarge the profile of the race. 'We've received more [quality designs] than we ever imagined we would.'"

The designs have been on display at The Running Room on the south side and at ESO headquarters downtown. People who visited the two locations voted for their favourite design and a five-member jury of design professionals ascertained that the top vote-getter could indeed be reproduced on a T-shirt. The winning entry was announced last night at an ESO-hosted reception attended by the students, their professor, Jorge Frascara, and Desmond Rochfort, Chair of the Department of Art and Design.

The one stipulation was that students' design convey something of three elements: the ESO, fun, and the Beat Beethoven objective. There's an 8 km run and a 5 km walk. All entrants (last year, there were 2,500) receive a T-shirt and those 8 km runners who cross the finish line in less than 49:47 receive a ribbon that declares that they "Beat Beethoven." (The 49:47 is the time it takes an orchestra to perform Beethoven's Ninth Symphony, minus one movement.)

Race day is Sunday, 25 July.

"The [Beat Beethoven] T-shirt is a real collector's item," says Donna Lemieux, the ESO's development manager. She indicated that the various designs might be displayed in storefronts downtown before they're moved to the Kinsmen Sports Centre for the period 8 March to 8 April.

The design competition worked out well all around. The ESO is a not-for-profit organization that couldn't pay a commercial designer to do the work. The students, who started working on their designs in late November, were afforded a good opportunity to gain valuable experience. "They are very, very creative," Lemieux says.

No decision has been taken on whether to use Loranger's design again next year, to modify it, or to try a completely new design. Lemieux does speculate that "we'd have a riot on our hands if we changed the long-sleeve look."

In the past, says Professor Frascara, Visual Communication Design students have

done work for a number of nonprofit organizations, including the Injury Awareness and Prevention Centre, the Alberta Volunteer Action Centre, Edmonton Art Gallery, RCMP Crime Prevention Program (Sherwood Park), Society for the Study of Architecture and the Alberta Emerald Awards. Once he had met with Bersagel and Lemieux, Professor Frascara's first move was to introduce the Beat Beethoven design competition as a class project.



Kyle Loranger's winning creation in the Beat Beethoven design competition. Christine Mitchell was first runner-up and Scott Jerrett was second runner-up.

Research stars polishing their delivery

People from on and off campus are invited to hear two of the University of Alberta's finest researchers talk about their work next Wednesday. Variety is guaranteed, as Chuji Hiruki (Plant Science) speaks on "Plant Virus: Its Genome and Ecology," and Rowland McMaster (English) discusses "Strokes of the Great Victorian Clock."

The occasion is the presentation of the 1993 J Gordin Kaplan Awards for Excellence in Research to Drs Hiruki and McMaster. The laureates will lecture 10 March at 8 pm in Bernard Snell Lecture Theatre, Mackenzie Health Sciences Centre, University of Alberta Hospitals.

A reception will follow.

The Kaplan Awards, which are presented annually, recognize outstanding work in the general area of humanities, social sciences, law, education and fine arts, and in the sciences or engineering. The three main criteria in place for the assessment of the nominees are: quality of research; impact of research; and distinction which the research has brought to the University of Alberta.

Diabetes researcher making a difference in clinical and research realms

Garth Warnock awarded a 1992 Killam Annual Professorship

One of the most fulfilling experiences in U of A surgeon Garth Warnock's life occurred in 1990 when he was able to walk into Marge Heayn's hospital room on her birthday and tell her that a new islet cell transplantation therapy would be offered to her.

Dr Warnock was Heayn's attending surgeon in 1987 for an unrelated problem. Shortly after that, however, Heayn, a mother and active community volunteer, began to develop complications over a two-year period of time related to diabetes. Her kidneys eventually failed.

"Up until that point, I thought I had been doing relevant research," Dr Warnock says. "I had been working on basic studies related to type one diabetes. But I knew Marge and I saw how her chronic illness could be so devastating over such a short period of time. This happened in spite of careful daily therapy. That's a touching experience."

"What was even more fulfilling, however, was that the therapy worked for her," explains Dr Warnock, who was part of a University of Alberta team of clinicians and basic scientists that pioneered the islet transplant therapy. "It couldn't have happened to a nicer person," he says of Heayn, who has been off insulin for more than two years.

Dr Warnock will be able to accelerate his research activities with the help of a University-awarded Killam Annual Professorship for 1992. He plans to continue his basic research so the availability of insulin-producing cells for transplantation can be improved. And says the surgeon who is interested in surgery of diseases of the pancreas, he wants to continue to offer the therapy to more people with type one diabetes.

Dr Warnock has kept himself close to the clinical world of surgery. He regularly takes his tour of emergency call, for example.

But why? Wouldn't it be better to devote more of his time to research? "It's very important to maintain the clinical side. I feel that in order to do good research, I need clinical practice. You can really see the need and the ultimate results of research when new treatments are introduced. It's such a rapidly changing environment. We have to adapt, embrace new treatments and know which ones to embrace."

"The clinical side keeps me practical and the research side allows me to remain objective and embrace worthwhile new treatments," he says, adding that everyone is capable of doing that.

"My grandparents were pioneers to the country and I feel a commitment not just to make a living here, but in some small way to be a pioneer too."

Although he is more comfortable in the lab or at the bedside, Dr Warnock learned to be more at ease in front of a camera. Drs Warnock, Ray Rajotte and Norman Kneteman's work in 1989 and '90 thrust the trio onto the international media stage, as news of the innovative islet transplant research travelled around the world and held out more hope for diabetics.

It was uncomfortable at first, explains Dr Warnock, but he has no regrets. "We need to have people identifying with the work going on and our efforts to develop successful therapies [for type one diabetics]. People need to have those assurances so that they can maintain their confidence in our system."

Moreover, he points out that in Canada generally there is not enough mentoring going on. The fact that the new therapy was developed right here in Alberta by local people



The islet cell transplantation therapy developed by Garth Warnock, left, and his colleagues met with resounding success when it was offered to Marge Heayn (shown with her two children).

sends a pretty important message to other budding scientist-researchers.

He takes his own mentoring seriously as well and believes it's important to continue teaching undergraduates. In fact, Clinical Professor of Surgery John Anselmo says the young surgeon "elevated the surgical teaching in the city to its highest level, by his introduction and founding of the objective structured clinical exam for assessing skills acquired during clinical clerkship." Dr Warnock finds it particularly gratifying to see undergraduate students join the medical research ranks. Even those who become physicians have to be reminded of the importance of doing clinical research.

Dr Warnock also has his own mentors. He completed his MSc under Dr Rajotte's supervision. "During that time I saw that he had a keen interest in research, so I encouraged him to consider an academic career in surgery," says Dr Rajotte. After spending a year at Oxford, Dr Warnock returned to join the U of A's Department of Surgery. The two still work closely together.

The opportunities have been tremendous, he concludes. People here generally go out and find a way to fund research. That research must continue to be judged on the standards everyone else in the world is being judged on, he says.

FOLIO

Volume 30 Number 26

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Display advertisements: 3 pm Friday, seven days before desired publication date. Camera-ready artwork is required to size, complete with halftones if necessary. Contact Public Affairs for sizes, rates and other particulars.

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**University
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Instructional Fair '93 to showcase communications technology

Interested in considering alternative approaches to teaching and learning? Instructional Fair '93, to be held 16 and 17 March in B-64 Education South, will once again provide examples of alternative instructional methods using communications and information technology.

Innovative ways of using technology in lectures, small group work, simulations, and individual study using computers, videodiscs, videotape, and a variety of computer software will be featured.

More than 20 projects will be demonstrated from departments across the University, including:

- Key Teaching Behaviors in Postsecondary Education: Exemplars of Effective Teaching (two videodiscs);

- The 'Visit' Video Teleconferencing System as a Practicum Resource;
- The Interactive Neuroanatomy Tutor;
- Computers in the Teaching of English;
- The Soils of Alberta Computer-based Learning Program;
- Foreign Language Quiz Program;
- EEG Biofeedback for Attention Deficit and Hyperactive Disordered Children: The Cognitive Re-regulation Project;
- Faculty of Education student instructional media competition winners.

Whenever possible, an instructor who has worked with the materials will be present to discuss the applications. In cases where the instructor is not available, another knowledgeable person will be on hand to provide

information. The same selection of displays will be offered each afternoon.

The Faculty of Education and University Teaching Services invite all University instructors, staff, and students to visit Instructional Fair '93. Times are 1 to 4 pm each day.

Faculty of Business to inaugurate Imperial Oil Lecture in International Business

The inaugural Imperial Oil Lecture in International Business will be delivered by Edward Neufeld, executive vice-president, Economic and Corporate Affairs, Royal Bank of Canada.

Neufeld, also a member of the prestigious economics think tank, the CD Howe Institute, will speak 16 March on Regional Trading Blocs and NAFTA (North American Free Trade Agreement).

Based in Toronto, Neufeld is responsible for the economics department and the development of bank policies and proposals on

financial services industry restructuring and Bank Act revisions, and for public and government affairs.

The Imperial Oil Lecture Series is part of the Imperial Oil Program in International Business which includes support for research fellows, visiting lecturers and professors, library acquisitions and development expenses for topics related to international business.

There is no cost for the 3:30 pm lecture at the Faculty Club, however, seating is limited and registration is required.

CURRENTS

ITV Airing 'Death With Dignity' Series

"Death With Dignity," a series of five reports by Giselle Bernardo, will be shown 8 through 12 March on ITV's 6 and 10 pm newscasts. The series was done in cooperation with the University of Alberta Hospitals and the Faculty of Medicine and Faculty of Law.

Canadian Business Leadership Dinner

On 23 March, the Faculty of Business will present its Canadian Business Leader Award to Robert Stollery, chairman of PCL Constructors Inc. The occasion is the Canadian Business Leadership Dinner at the Westin Hotel (cocktails 5:45 pm, dinner 6:45 pm). For tickets and further information on the event, call Sheryl Magyar, 492-7996.

New Director of University Health Services wants to emphasize educational dimensions

There's a need to stress prevention of illness and promotion of well-being, says Gordon McInroy

Gordon McInroy's father helped establish the UK's first ever health centre built in the early '50s under that country's national health service. "I spent many hours training in that building and later working as a locum physician," says the new director of University Health Services.

Those were formative years for the young doctor and, according to Dr McInroy, helped shape his strongly held view that University Health Services can't simply be about treating illnesses. Now, with the emergence of the well-being movement in North America, he feels well positioned to direct this University's health services based on that principle.

While the medical clinic will remain an important component of University Health Services, Dr McInroy wants to create what he describes as a "health centre" based upon the more holistic wellness philosophy. Such a centre should "attempt as much as possible to tie in all aspects of health, namely social, occupational, spiritual, physical, intellectual and emotional."

Dr McInroy, who succeeded the retiring Francis Cookson, says that in order to provide health services in the 21st century, the health centre is going to have to reach out to other units and Faculties on campus to coordinate their services. Ultimately, that will mean better service for students. Unnecessary duplica-

tion of services will be eliminated, experts on health services on campus will help set priorities, and services will be redirected to meet students' most pressing needs.

It's clear what those needs are. "The number of students we're now seeing with stress-related problems has dramatically increased."

Dr McInroy, who joined University Health Services in 1981, observes that students are under incredible pressures now. There's a scarcity of jobs. "But on top of that, there are other issues: sexually transmitted diseases, HIV, alcohol problems and eating disorders." It's in these areas that the peer health education program is concentrating its efforts.

"It's a pressure cooker out there," Dr McInroy says, noting that a lot of psychiatric illnesses occur during a person's late teens and early 20s. "These students are worrying about grade point averages and are unable to enjoy university as it's supposed to be enjoyed. I'm amazed at how so many of the students do cope with these pressures."

Our future rides on how we deal with the HIV problem, says Dr McInroy. "We can't hide our heads under the ground and believe it's going to go away. We have to accept it's there and deal with it through education. It's how we educate and use the different methods for getting the message out that will be impor-

tant," he says, pointing out that the peer health education program will be moving into the realm of the professional educators' methods and techniques in order to tackle the problem.

Dr McInroy takes over the responsibility for what is already a formidable array of services. With a budget in the neighbourhood of \$2.2 million and a staff of 40 people, University Health Services provides physician services, nursing care, specialist services such as psychiatry and nutrition counselling, peer health education, pharmacy and prescription service and on-site lab services. One-third of its budget comes from student health fees and two-thirds from physician billing.

Like virtually all units on campus, University Health Services faces budget and space limitations. "We can't adequately provide the necessary services on campus without increased space, but we're doing the best we can within the parameters we have."

That isn't stopping the fourth generation family physician from reaching out and forming campus linkages to form mutually beneficial relationships. Dietetics students are doing practicums in the clinic. "We're looking at bringing in postgraduate nurses, physicians and psychiatrists for training." We want to increase the Centre's capabilities to deal with disabled students, he adds. And an advisory

committee, which includes student representatives, will also provide the Centre with ground-level advice.

These resource and emphasis shifts will involve making some tough decisions, Dr McInroy says, but he acknowledges he's got an enthusiastic staff on board. "We're going to be moving into areas and directions that as far as I'm aware of other universities are not moving into. Therefore, there's no model to follow—and that's the challenge."

CORRECTION

In an article headed "New Process Could Eliminate Acid Rain" (*Folio*, 12 February 1993), it was stated that "Union Carbide has picked up the rights and is testing the process and new fertilizer compound." In fact, Union Carbide did not obtain the rights to the compound developed by Marvin Nyborg (Soil Science) and has stated that they have no further interest in the technology.

Folio apologizes for the error.

Trunk's treasures precipitate Rowland McMaster's career as a Victorian studies scholar

Takes to Dickens at an early age

The musty steamer trunk, the property of a deceased uncle, sat there, ready for inspection. The inspector, a wide-eyed little boy named Rowland McMaster, checked for the nearest exit, shifted his weight from one foot to the other and let curiosity carry him forward.

It turned out to be a singular moment in his life, for among the "wonderful stuff for a youngster" were copies of *Martin Chuzzlewit* and *A Tale of Two Cities*. A four-year-old's version of "Bingo!" was sounded, the decision to try Dickens—when he could read, of course—was taken.

So began a lifetime (in the true sense of the word) of study of the great novelist and two other giants of 19th century English literature—Thackeray and Trollope.

"I've always been intrigued by Dickens," Dr McMaster said the other day as he took a few moments out from his research and his preparations for a talk he'll give next Wednesday as a recipient of the J Gordin Kaplan Award. "He's a huge genius ... it's like seeing a volcano go off. He was a great humourist, albeit damn difficult to get along with." (Dr McMaster is calling his address "Strokes of the Great Victorian Clock." *Folio* enquired about the contents, but he would give nothing away.)

Dr McMaster attended the University of Toronto, completing his MA on Tennyson and his doctorate on Dickens, and coming under the influence of Northrop Frye. His editing, early in his career, of student editions of two of Dickens's novels, *Great Expectations* and *Little Dorrit*, showed academia that here was a scholar to be reckoned with. One authority was moved to comment that "his [Dr McMaster's] tact in providing all the necessary information—serial publication details, number plans, maps, biographical data, textual and explanatory notes—puts into students' hands the raw material from which they may

draw their own interpretations. Even more liberating are Professor McMaster's prefaces, which tell just enough to stimulate readers, and which studiously avoid pressing a particular thesis or way of approaching the novel."

These editions are still in use by both students and scholars.

Reading Dickens and his contemporaries with the intent of producing a book, a learned essay or a work of criticism that does justice to the novelist and that will stand the test of time requires a high level of concentration and the same sort of "flypaper sensibility" that Dr McMaster says was a trademark of Dickens'. He pays particular attention to the social and intellectual milieu that helps him explain how Victorian novels work. The challenge, he says, is to apply a sense of English legal and social history to the artistry of the work. An easy task it's not. Trollope, for example, wove about 100 lawyers into his novels and treated the law as a kind of metaphysical expression of the English way of doing things.

For *Trollope and the Law*, a book he published in 1986, Dr McMaster examined those novels in the context of 19th century legal history. He sought the counsel of Wilbur Bowker, Professor Emeritus of Law at this University, and familiarized himself with the hub of the English legal system, the Old Bailey. ("It was a pretty grim place in the 19th century," he says, using "ferocity" and "theatricality" to characterize the lawyers who argued cases there. He and his wife, Juliet, also a Victorian studies scholar, once witnessed a murder trial from the gallery, and Juliet had no sooner started some sketching when a voice that's probably still resounding in the courtroom, boomed "You can't do that in here!" Pad and pencil were pocketed quickly.

Dr McMaster feared he would lose his way in the thickets of legal technicalities and was relieved when the reviews were favourable.

The most memorable comment came from Lord Patrick Devlin (retired British Lord Justice of Appeal), who, writing in the *Times Literary Supplement*, let it be known that Dr McMaster "got all his law right."

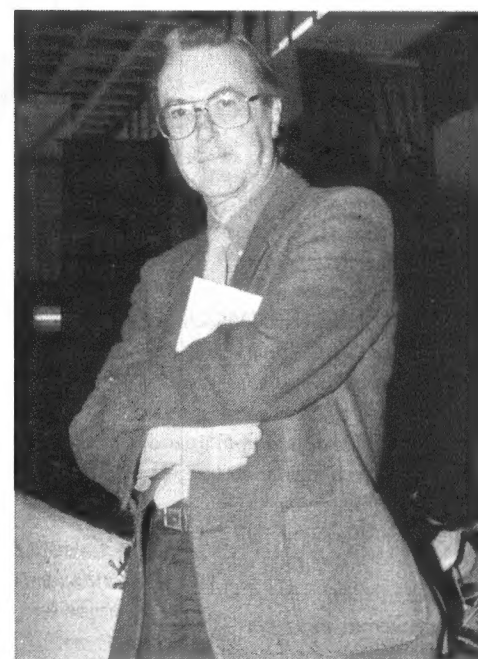
Thackeray is another breed of cat altogether. "People who love Thackeray likely consider *The Newcomes* his best work," Dr McMaster says. "The sheer range of allusion is so broad. It's really a map of his mind. I call it Thackeray's 'cultural frame of reference. His work is constantly oscillating, deconstructing. As soon as he engages your emotions, he'll pull the rug out from underneath you and say 'Why did you ever think of the world like that?'"

For Thackeray scholar Peter Shillingsburg's definitive volume, *Annotations for the Selected Works of William Makepeace Thackeray*, Dr McMaster produced a set of some 2,000 annotations to *The Newcomes*. For the Garland edition of *The Newcomes*, scheduled to be published in January, Dr McMaster is writing the historical commentary on all the circumstances of the novel's composition. It's something that's "taken over my life."

On another front, Dr McMaster has done a great deal to enable research in the discipline in Canada, says Shirley Neuman, Chair of the Department of English. He was president of the Association of Canadian University Teachers of English and it was in that capacity that he started the journal, *English Studies in Canada*, later becoming its editor.

As for the here and now, he says the Kaplan Award has "livened up the year. First, your family knows, then students and people in the department. Then *Folio* calls ... you get waves of congratulations.

"I'm daunted when I hear of scientists speaking of research programs. I have a field but most of the stuff I've done is the old-style individual's work in a library."

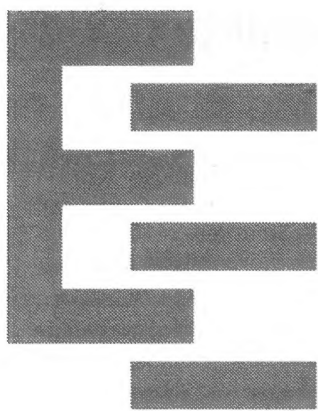


Rowland McMaster has been teaching, researching and writing about Victorian thought for three decades.

Dr McMaster says he finds it more comfortable and convenient, on the whole, to work with books rather than computers, "although I just after the OED [Oxford English Dictionary] on a CD-ROM disk. Computers are marvelous for editing, but you wouldn't want to read a novel on a TV screen. It'd drive you mad. However, I can't resist buying the latest piece of computer equipment on the market."

What books would he want with him if he should be marooned on a deserted island? *Pride and Prejudice*, *The Ambassadors*, *Great Expectations*, either *Vanity Fair* or *The Newcomes*, Chaucer's complete works, and a copy of Robert Browning's poem *The Ring and the Book*.

"All of these would certainly wear very well."



Employment equity plan released

Goes to GFC 29 March

WHAT IS EMPLOYMENT EQUITY?

Employment equity is a process by which artificial barriers to employment are systematically identified and removed. It is a means by which an employer ensures that no one is refused employment, denied training or promotion, laid-off or terminated for reasons unrelated to ability, job availability or just cause. It is also a means through which an employer can make all its employees—regardless of gender, race, colour or disability—feel welcomed and valued.

HOW MANY PEOPLE WORK HERE?

At the time of the employment equity census, the University had a workforce of 5,106 full- and part-time continuing staff. Of these, 1,967 were academic staff, including 274 administrative professional officers, 1,586 faculty, 40 faculty service officers and 67 librarians. The remaining 3,139 were nonacademic/support staff, 2,811 full-time regular and 329 part-time regular. There is also a significant number of trust (about 950), temporary (600 nonacademic and 1,000 academic staff or sessional lecturers) and casual employees working at the University.

The recently released report, *Opening Doors: A Plan for Employment Equity*, is about fairness and equity, similarities and differences, say members of the President's Employment Equity Implementation Committee (PEEIC).

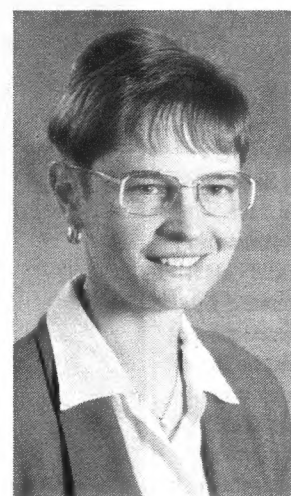
"The goal of our committee has been to develop a plan which reaffirms the President's commitment to three main actions: first, to increase the pool of employment candidates with appropriate educational qualifications; second, to aggressively recruit candidates when jobs are available and remove artificial barriers to employment; and third, to create a campus community in which all individuals are treated with equality and respect and all can reach their full potential," say committee members.

President Paul Davenport says, "The report should be taken as a working plan which will evolve and change over time. As we begin to implement the plan, we will learn more about its feasibility as well as acquire more information. Many of the recommendations in *Opening Doors* reinforce this need to continue to refine our equity plans in light of new information and changing circumstances. It is wise therefore to see our current plan as a place to start."

PEEIC, chaired by Vice-President (Student and Academic Services) Lois Stanford, was established in June 1991 after the federal government requested that the University demonstrate it is in compliance with the Federal Contractors Program. That program, established in 1986 and to which the U of A is

a signatory, requires organizations employing more than 100 people that wish to receive federal contracts over \$200,000 to demonstrate a commitment to employment equity.

PEEIC was directed to prepare an employment equity plan which meets the terms and conditions of the federal program, which is acceptable to the University community and meets Board of Governors and General Faculties Council employment policies. The report will be on the agenda for the 29 March meeting of GFC.



Employment Equity Coordinator Cathy Anne Pachnowski

any policies designed to promote employment equity must be fully consistent with the GFC policy which states that hiring should be on the basis of merit," President Davenport says. "Thus the report rejects preferential hiring, and rather focuses on the removal of barriers to employment of the four groups designated by the federal legislation: aboriginal peoples, persons with disabilities, members of visible minorities and women."

The 81-page report is massive, containing a myriad of recommendations. PEEIC members have organized those recommendations under 11 separate criteria: management commitment, assignment of senior personnel, collection and maintenance of data, analysis of designated group representation, elimination of discrimination, establishment of goals, employment equity work plan, special measures and reasonable accommodation, establishment of a favourable climate, adoption of monitoring procedures and authorization for Canada Employment and Immigration Commission to examine records.

PEEIC members point out, however, that the University can hardly be said to be starting from scratch. A lot of the report's recommendations are already being carried out, says Employment Equity Coordinator Cathy Anne Pachnowski. Pointing to Physical Plant's efforts to make the campus more accessible to people with disabilities, the Rick Hansen Centre's support for people with disabilities and the Transition Year Program for Native Students' efforts to open doors for aboriginal students, PEEIC members point out "the University can look with pride on the many initiatives it has taken to ensure a welcoming environment for all within its community."

Dr Stanford said the work plan in *Opening Doors* is based on principles of good human resources management. It contains a set of practical steps to move us toward the goal of being an equitable and fair employer, and it places the accountability for these steps with the already-existing management structure of the University. "It is not a final recipe, but a starting point for achieving our goal of a workforce which exhibits and honours the diversity of the Canadian population," she said. Committee members say there's no doubt putting an employment equity plan into practice will take human and financial resources. But, says Fran Trehearne, Director of the Office of Human Rights, the report shows a sensitivity to the University's financial situation and makes good use of existing resources.

With the establishment of the plan, the University wants to improve the recruiting and retaining of aboriginal and disabled employees in nearly all occupations. Females and visible minorities tend to be clustered in certain occupations.

"Opening Doors will assist the University in appointing and retaining the very best people for its positions; it will do this in part by eliminating the systemic barriers which have, however unintentionally, prevented individuals from applying or being considered for employment with us," Dr Stanford said.



Lois Stanford, Vice-President (Student and Academic Services)

PEEIC MEMBERS

- Lois Stanford (Chair)
Vice-President (Student and Academic Services)
- Mary Lobay
Board of Governors representative
- Gerald Buzzell, Anatomy and Cell Biology
General Faculties Council representative
- Janet Denford, English
AAS:UA representative
- Marion Broverman, Health Sciences Library
NASA representative
- Eva Cherniavsky, Academic Administration
Vice-President (Academic) representative
- Brian Caunt, Personnel Services and Staff Relations
Vice-President (Finance and Administration) representative
- Marilynn Wood, Faculty of Nursing
Deans' Council representative
- David Sharp, Philosophy
James Newton, Accounting
Chairs' Council representatives
- Lois Browne, Chemistry
Representative at large
- Larry Chartrand, Law
Representative at large
- Keith Philip, Personnel Services and Staff Relations
Representative at large
- Marion Vosahlo, Office of Services for Students with Disabilities
Representative at large

WHAT'S THE PROCESS?

Report released 26 February
Deans' Council, 1 March
Administrative Council, 3 March
Deans, Chairs, Administrators, 8 March
Information meetings on the report will be held in the Heritage Lounge, Athabasca Hall, on the following dates:

- 10 March, noon to 1 pm
- 12 March, 9 to 10 am
- 18 March, 11 am to noon
- 22 March, noon to 1 pm
- 25 March, 2 to 3 pm

Questions and comments on the report can be directed to Dr Stanford at 492-5682 or Cathy Anne Pachnowski, Employment Equity Coordinator, Office of Human Rights, at 492-3020. Copies are also available. The Director of the Office of Human Rights will also be meeting with the four organizations: AAS:UA, NASA, SU and GSA. The report will soon be on CWIS.

Faculty of Physical Education and Recreation flinging open its doors to the public

'Actividay' to profile teaching, research and community service

Faculty, students and support staff in the Faculty of Physical Education and Recreation believe one of the best ways of making friends is to throw open their Faculty's doors and invite people to spend some time on campus.

"Actividay", 14 March, will be an opportunity for the public to learn what goes on within the Faculty and how that work has an impact far beyond the University's boundaries.

"We're trying to do some bridge building between the Faculty and the community-at-large," says Gerry Glassford, Professor of Physical Education and Sport Studies, who is chairing the organizing committee. "We want to build an awareness in the community-at-large about the Faculty's mission to teach, research and do community service."

We know that to some extent the U of A is still seen as "fortress U of A", so we have to bridge the gap that exists between the University and the wider community, he explains. To do that, the Faculty has put together a day so full of activities people will be hard-pressed to embrace them all.

The Faculty's several internationally recognized centres will be open and people will be able to tour those facilities. People will be able to drop in on some of the clubs in the Faculty, talk with researchers about their projects and take part in special demonstrations. There will also be a skating party and visitors will have ample opportunity to learn the basics of sports such as tennis and rowing.

"Actividay" will also contain an academic component. For example, experts will address issues such as parks planning, gambling, Edmonton's changing scene in sport and recreation, and eating disorders.

The activities, which will begin at noon and end at 5, will take place in the Butterdome, Van Vliet Centre and Clare Drake Arena. There will be free parking and free admission, and snack bars will be open.

Dr Glassford is hopeful "Actividay" will appeal to parents, high school students, people who enjoy physical activities and people who have an interest in health promotion. For too long we've undervalued the importance of physical well-being, but that is increasingly being turned around in our society, he says. "Actividay" will be an opportunity for people to learn more about the concept of well-being and, in turn, for the Faculty's researchers to learn from the public. "Often, questions from people can open up entire new areas of inquiry for researchers."

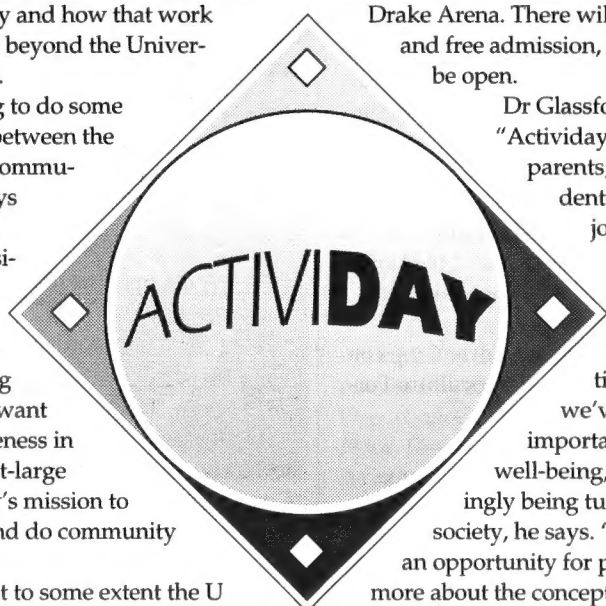
The development of "Actividay" was a result of three primary reasons, explains Dr Glassford: the success of Super Saturday, modelled on a similar event at MIT which Vice-President (Academic) John McDonald felt could be emulated here; the University's visiting committees, which were strongly endorsed by Chancellor Sandy Mactaggart; and the desire on the part of Dean Art Quinney to heighten awareness among the community-at-large of the Faculty's activities.

President (Research), 250 Grade 11 students have participated in the six-week Summer Research Program. Another 1,000 students have taken part in WISEST's May conference for students in Grade 9 and the higher grades, and in the last three years, WISEST has attracted 800 Grade 6 girls to campus.

The difference is that people are now asking us about the program rather than us having to go out and spread the word, Dr Armour says.

On 9 March, WISEST will observe its 10th anniversary with a dinner at 6 pm at St. Basil's Cultural Centre, 10819 71 Avenue. Guests will include President Paul Davenport, Past President Myer Horowitz, Vice-President (Research) Martha Piper and former WISEST Summer Research Program students Gail Thornton (Engineering) and Christine Zinner (Science). Tickets are \$25 (\$10 for school and undergraduate students) and are available by calling 492-1842.

Proceeds from the dinner will be used to launch a speakers' fund in memory of Dr Kaplan.



WISEST fits 10th anniversary dinner into busy schedule

It's deep in the afternoon of 22 February as Margaret-Ann Armour exhales slowly and fully. On behalf of WISEST, she's just coordinated the visit to campus of 300 Grade 6 students and 50 teachers, an activity that will be duplicated two days later.

After the plenary session ("It was great to see Grade 6 kids [all girls] fill up a lecture theatre"), Dr Armour gave a few chemistry demonstrations, watched the students build bridges out of spaghetti sticks in CAB Cafeteria and then, in groups of 16 in labs, build a model of DNA, use computers to design office space, and become familiar with paper chromatography to see how many colours go into the making of black ink.

"It was very much hands-on, which is what we [WISEST] emphasize," Dr Armour said of these and other practical exercises/experiments that give youngsters and teenagers a sense of what it's like to be active in science or engineering.

Since the founding of WISEST (a committee on Women in Scholarship, Engineering, Science and Technology) in 1983 by the late J Gordin Kaplan, the University's first Vice-



ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

9 March, 4 pm

Erich Lieth, postdoctoral fellow, Department of Neurobiology, Harvard Medical School, "Building the Synapse from Molecules: ARIA and Agrin at the Neuromuscular Junction." Presented by Anatomy and Cell Biology. 5-10 Medical Sciences Building.

16 March, 4 pm

Richard W Wozniak, Howard Hughes Medical Institute, Rockefeller University, "Molecular Organization of the Nuclear Pore." 5-10 Medical Sciences Building.

18 March, 12:30 pm

Carlos Faerman, Biotechnology Research Institute, National Research Council of Canada, "Electrostatic Properties of Acetylcholinesterase." 2-27 Medical Sciences Building.

ANTHROPOLOGY

5 March, 3 pm

Joel Wilbush, "Menopause: A Multidisciplinary Exploration." T14-6 Tory Building.

8 March, 3 pm

Guthrun Sveinbjarnardottir, research associate, National Museum of Iceland, "Irish Monks in 8th Century Iceland; Fact or Fiction?" 14-6 Tory Building.

8 March, 7:30 pm

Guthrun Sveinbjarnardottir, "Farm Abandonment in Medieval Iceland." 141 Arts Building.

12 March, 3 pm

RS Vasil'evskii, Russian Academy of Science, Novosibirsk, "TBA." T14-6 Tory Building.

BIOCHEMISTRY

12 March, 1 pm

Sergei Mirkin, Department of Genetics, University of Chicago, "DNA Triplexes and Replication." 207 Heritage Building.

BOTANY

11 March, 3:30 pm

David R Parker, Department of Soil and Environmental Sciences, University of California, Riverside, "Aluminum Rhizotoxicity: A Soil Chemist's Perspective." M-149 Biological Sciences Centre.

18 March, 3:30 pm

Kathy Richardson, "Costa Rican Orchids and Their Fungi: Getting to the Root of the Matter." M149 Biological Sciences Centre.

CUSO

9 March, 7:30 pm

Katheryne Olson, an organic chemist with Christian Farmers Federation, "Oppression, Women and Development: Realities and Myths." Room 133, Concordia College's Highlands Campus, 7128 Ada Boulevard.

CAMPUS MINISTRY

9 March, 7:30 pm

John O'Callaghan, "Understanding Catholicism—Morality/Moral Choices." Newman Centre, St Joseph's College.

CANADIAN INSTITUTE OF UKRAINIAN STUDIES

18 March, 3 pm

Peter Rolland, "Reading Seventeenth Century Mail: Symeon Poloc'kyj and his Correspondence." 352 Athabasca Hall.

CENTRE FOR INTERNATIONAL BUSINESS STUDIES

16 March, 3:30 pm

Edward P Neufeld, executive vice-president, Economic and Corporate Affairs, Royal Bank of Canada, "Regional Trading Blocs and NAFTA." Saskatchewan Room, Faculty Club. Seating limited, registration required, 492-2235.

CHEMICAL ENGINEERING

11 March, 3:30 pm

AR Ayasse, "The Intrinsic Kinetics for the Hydrodesulfurization Reactions During the Hydrocracking of Athabasca Bitumen." 342 Chemical-Mineral Engineering Building.

18 March, 3 pm

J Chakravarty, "Characterization of Polyolefins by Temperature Rising Elution Fractionation (TREF)." 342 Chemical-Mineral Engineering Building.

COMPARATIVE LITERATURE AND FILM STUDIES

16 March, 3:30 pm

Cathy Steblyk, "Simone de Beauvoir was Wrong about the Tale of Genji." Senate Chamber, Arts Building.

COMPUTING SCIENCE

19 March, 3:30 pm

Hausi A Muller, University of Victoria, "Understanding Software Systems Using Reverse Engineering Technology." 619 General Services Building.

DENTISTRY

10 March, 6:30 pm

Keith H Compton, "Enhancing Your Smile." Light supper. Fee. Registration and information: Debbie Grant, 492-5023. 4069 Dentistry-Pharmacy Centre.

EAST ASIAN LANGUAGES AND LITERATURES

5 March, 3 pm

Naomi McGloin, professor, University of Wisconsin, "Saying 'Yes' and 'No' in Japanese." Cosponsor: Consulate-General of Japan. B-06 Business Building.

EAST ASIAN LANGUAGES AND LITERATURES, ART AND DESIGN, CLOTHING AND TEXTILES, AND ANTHROPOLOGY

9 March, 3:30 pm

Joan Stanley-Baker, "The Transmission of Chinese Idealist Painting to Japan." 2-20 Fine Arts Building.

11 March, 7 pm

Joan Stanley-Baker, "Chinese Fashions Today" (project with video). L-1 Humanities Centre.

EDUCATIONAL PSYCHOLOGY

16 March, 7:30 pm

G Fitzsimmons, "Attention Disorders and Hyperactivity: A New Alternative with Neurofeedback." 176 Education South.

ENGLISH

11 March, 4 pm

Tom Pow, Scottish Exchange Fellow and Trevor Ferguson, writer-in-residence, will read and discuss their work. L-2 Humanities Centre.

9 March, 3:30 pm

Playwright Frank Moher and MFA playwright students Kit Brennan and Thomas Morison, will read and discuss their work. Lecture Theatre #3, Humanities Centre. (Also presented by the Department of Drama.)

ENTOMOLOGY

11 March, 4 pm

Tracy Kutash, "Swimming Behaviour in *Baetis tricaudatus* (Ephemeroptera: Baetidae): The Long and the Short of It." TB-W1 Tory Breezeway.

18 March, 4 pm

Ed Fuller, "A Generic Reclassification of the Tribes Elaterini and (pomachiliini Coleoptera: Elateridae)." TB-W1 Tory Breezeway.

FAMILY STUDIES

9 March, 9:30 am

Janet Fast and Brenda Munro, "Off-farm Employment and Farm Family Expenditures." 3-57 Assiniboia Hall.

FOOD SCIENCE

8 March, 4 pm

Marvin Tung, Technical University of Nova Scotia, Halifax, "Viscoelastic and Failure Properties of Food Hydrocolloid Gels." 1-13 Agriculture-Forestry Centre.

15 March, 4 pm

William Rattray, "Physico-chemical Modifications of Whey Protein for Production of Fat Substitutes." 1-13 Agriculture-Forestry Centre.

FOODS AND NUTRITION

17 March, 11 am

Laurie Hoffman-Goetz, University of Waterloo, "The Effects of Nutrition on Exercise, Natural Immunity and Experimental Tumors." Classroom F, Mackenzie Health Sciences Centre.

FOREST SCIENCE

9 March, 12:30 pm

Various speakers from a number of disciplines, "Is There More to Forests than Logging?" L-3 Humanities Centre.

GEOGRAPHY

5 March, 3 pm

Harry McPherson, "Water, Health and Development." 3-36 Tory Building.

12 March, 3 pm

Russell Sampson, "Atmospheric Refraction and its Effect on Sunrise and Sunset." 3-36 Tory Building.

15 March, 7:30 pm

Jim Gower, Institute of Ocean Sciences, Sidney, BC, "Satellite Images: Where are we After 20 Years?" 3-36 Tory Building.

19 March, 3 pm

Erhan Erkut, "A Large-scale Distribution Problem in the Durable Goods Industry in Turkey." 3-36 Tory Building.

GERMANIC LANGUAGES

5 March, 3 pm

Jacqueline Doig, "Roland Barthes and the Myth of Possession in CF Meyer's *Die Richter*." 326 Arts Building.

19 March, 3 pm

Richard Krause, "Sievers' Law, Accentuation and the Germanic Foot." Senate Chamber, 326 Arts Building.

HISTORY

8 March, 3 pm

Doug Owrarn, "The Baby Boom Generation and Dr Spock." TB-W1 Tory Breezeway.

15 March, 3 pm

Mikhail Dmitriev, Moscow State University, "Russian Christianity on the Eve of and After the October, 1917 Revolution." TB-W1 Tory Breezeway.

17 March, noon

Chris Hackett, "Pro-cite for the Historian: A Demonstration." 2-58 Tory Building.

HUMAN ECOLOGY: ISSUES IN THE NORTH

9 March, 4 pm

James Dempsey, "The History of Native Education and Current Education Issues." 231A Law Centre.

16 March, 4 pm

Kirsti Pedersen, Women's Studies, Physical Education and Recreation, and Alberta College of Education, Norway, "People, Nature and Technology: Changing Trends in Outdoor Life in North Norway." 231A Law Centre.

LAW

5 March, noon

Patricia Monture-Okane, Law, Ottawa, "Diversity in the Law." Faculty Lounge, Law Centre.

11 March, noon

Martin Kratz, of Bennett Jones, "Legal Considerations of Licensing - Industry Specific Concerns." Advanced Technology Centre, #134, 9650 20 Avenue. RSVP by 9 March to Joan, 448-7326.

19 March, 11 am

Ernest Weinrib, Law, Toronto, "The Palsgraf Case - Who Was Right?" 231/237 Law Centre.

19 March, noon

Ernest Weinrib, "Understanding Private Law." Faculty Lounge, Law Centre.

LAW AND PHILOSOPHY

9 March, 3:30 pm

B Russell, barrister, "Shall, May, Must: The Logic of Legal Obligation and Permission." 4-24 Humanities Centre.

LAW AND BUSINESS

15 March, noon

Jacob Ziegel, Law, Toronto, "On the Principal Affair." Faculty Lounge, Law Centre.

16 March, noon

Jacob Ziegel, "On the Appointment of SCC Judges." 237 Law Centre.

LIMNOLOGY AND FISHERIES DISCUSSION GROUP

11 March, 12:30 pm

Chris Earle, Concordia College, "Phytoplankton Periodicity in Prairie Saline Lakes." M-149 Biological Sciences Centre.

18 March, 12:30 pm

Paul Dinsmore "Effects of Hypolimnetic Aeration on Benthic Invertebrates in Amisk Lake." M-149 Biological Sciences Centre.

MUSIC

9 March, 3:30 pm

Michael O'Brien, Smithsonian Institution, Washington, D.C., "The Silent Voices of the Past: Musical Instruments as Historical Documents." 2-32 Fine Arts Building.

NURSING

8 March, 4:15 pm

Alison Tierney, director, Nursing Research University, Department of Nursing Studies, University of Edinburgh, "Nursing/Home Care of the Elderly." 2-117 Clinical Sciences Building.

PERINATAL RESEARCH CENTRE

9 March, noon

Edward Berdusco, MRC Group in Fetal and Neonatal Health and Development, The Lawson Research Institute, St Joseph's Health Centre, London, Ontario, "Corticosteroid Binding Globulin: From Structure to Function." Classroom F, 2J4.02 Mackenzie Health Sciences Centre.

12 March, 7:45 am

Ken McLellan, MRC Group in Fetal Neonatal Health and Development, The Lawson Research Institute, St Joseph's Health Centre, London, Ontario, "The Effects of Restricting Uterine Blood Flow on IGFs and IGF-BPs Gene Expression." Classroom F, 2J4.02 Mackenzie Health Sciences Centre.

PHILOSOPHY

5 March, 3 pm

Chris McCurdy, "Explanatory Relevance and the Pragmatics of Explanation." 4-29 Humanities Centre.

PHYSICS

29 March, 2 pm

Pierre Sabatier, Universite Montpellier, Sciences et Techniques du Languedoc, Montpellier, France, "The Inverse Problem." V-129 Physics Building.

30 March, 2 pm

Dr Sabatier, "Are Existence, Uniqueness, and Stability Separate Questions in Inverse Problems?" V-129 Physics Building.

31 March, 2 pm

Dr Sabatier, "Inverse Theory and Nonlinear Effects in Wave Propagation." V-129 Physics Building.

PLANT SCIENCE

9 March, 12:30 pm

Tom Jensen, "Crop Rotation and Allelopathic Effects of Residues." 1-06 Agriculture-Forestry Centre.

11 March, 12:30 pm

Al Foster, "The Effects of Cover Crops on Forage Establishment." 1-06 Agriculture-Forestry Centre.

16 March, 12:30 pm

James Gethi, "Factors Affecting Tissue Regeneration in Plants." 1-06 Agriculture-Forestry Centre.

RELIGIOUS STUDIES

10 March, 4 pm

Marsha Hewitt, University of Toronto (Trinity College), "Cyborgs, Drag-queens, and Goddesses: Emancipatory-Regressive Paths in Feminist Theory." L-1 Humanities Centre.

17 March, 4 pm

Dr Hewitt, "Illusions of Freedom: Some Regressive Implications of 'Postmodernism'." L-1 Humanities Centre.

18 March, 7:30 pm

Geshe Ngawang Kaldan, "Love and Compassion" with a meditation on: Mahamudra (Sutra Tradition). Room 95, Basement, Tory Building. (Also sponsored by Anthropology.)

RURAL ECONOMY

8 March, 3:15 pm

Ed Tyrchniewicz, David Walker, Alberta Agriculture, and Dan Lutz, Agriculture Canada, "Ideology and Agricultural Economic Analysis." 519 General Services Building.

15 March, 3:15 pm

Nora Keating and Brenda Munro, "Stake in Farm and Family: A Two Generation Perspective." 519 General Services Building.

SCHOOL OF LIBRARY AND INFORMATION STUDIES AND THE UNIVERSITY LIBRARY

12 March, 9:30 am

Ralph Manning, National Library of Canada, "The National Strategy for Preservation in Canadian Libraries Document: Its Origins and Significance for the Future of Books and Scholarship in Canada." 322 Rutherford South.

SLAVIC AND EAST EUROPEAN STUDIES

8 March, 3 pm

Elena Siemens, "Adventure in Theatre: Marina Tsvetaeva's stage adaptation of Kabanov's memoirs." 141 Arts Building.

15 March, 3 pm

Oleh Ilnytskyj, "Cultural Turf Wars: Slavic Studies and the New World Order" (an invitation to a discussion). 436 Arts Building.

SOCIOLOGY

11 March, noon

Horst J Helle, director, Institute for Sociology, Universitaet Muenchen, Germany, "Ger-

man Re-unification in the Context of the New European Community." 5-15 Tory Building.

15 March, noon

Dieter Haselbach, University of Victoria, "Cultural Transition in East Germany." 5-15 Tory Building.

18 March, noon

David Whitson, "Professionalization of Sport and the Globalization of Popular Culture." 5-15 Tory Building.

SOIL SCIENCE

18 March, 12:30 pm

MA Arshad, Agriculture Canada, Beaverlodge, "Soil Management and Cultural Practices for Sustained Crop Production in the Peace River Region." 2-36 Earth Sciences Building.

SPEECH PATHOLOGY AND AUDIOLOGY

8 March, 3:30 pm

John H Mills, Medical University of South Carolina, "Clinical and Experimental Studies of Age-related Hearing Loss." 2-07 Corbett Hall.

STATISTICS AND APPLIED PROBABILITY

15 March, 3 pm

Joe Gani, University of California, "Some Examples of Epidemic Modeling." 657 CAB.

19 March, 3 pm

D Mussmann, Institut fur Mathematische, Stochastik, University of Hanover, Germany, "Completeness and Sufficiency in Abstract and Concrete Experiments." 657 CAB.

UNIVERSITY TEACHING SERVICES

8 March, noon

Allan A Warrack, "New Approach—Triage Matrix for Text Chapters." TB-W2 Tory Breezeway.

9 March, 3:30

Barbara Paulson, "Stress Management: Getting Started." 269 CAB.

10 March, 3 pm

Bill Stewart, "Conflict: Handle With Care!" 269 CAB.

11 March, 3:30 pm

Kate Broomfield, Marsha Padfield and Art Quinney, "Teaching Improvement: Who Counts?" 269 CAB.

15 March, 3 pm

Susan Shaw, "The Classroom Climate - A Chilly One for Some Students?" 269 CAB.

17 March, 3 pm

Carol Morgaine, "Will They Make Ethical Decisions? Preparing Pre-service Students for the Real World of Ethical Dilemmas." 269 CAB.

18 March, 3:30 pm

Katy Campbell-Bonar, Laurie E Bowers, Graham Fishburne, "Videodiscs for Enhancement of Teacher Development." 165 Education South.

WOMEN'S STUDIES

17 March, 4 pm

Nancy Gibson, "Beyond the University: Immigrant Women in Edmonton." Senate Chamber, Arts Building.


ZOOLOGY

12 March, 3:30 pm

Peter CK Leung, University of British Columbia, "The Regulation of Human Chorionic Gonadotropin Secretion *in Vitro*." M-149 Biological Sciences Centre.

19 March, 3:30 pm

Don Wassom, College of Veterinary Medicine, Colorado State University, "Genetics of Host Susceptibility to Murine Malaria." M-149 Biological Sciences Centre.

 This symbol denotes environmentally related seminars/events. If you wish to have an environmentally related event listed in this way, please contact: The Environmental Research and Studies Centre, 492-6659.

EVENTS

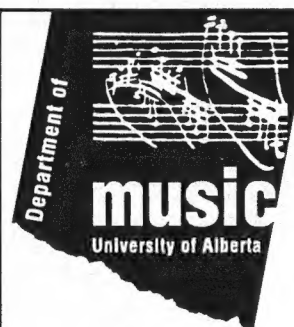
EXHIBITIONS



Michelangelo, Pietà. Museo dell'Opera del Duomo, Florence.

"Italian Renaissance Art, A Perspective," a show of photographs and text produced by local artist Karen Yurkovich and Art and Design Professor Jorge Frascara, will be officially opened 11 March by Giuseppe F Imbalzano, Vice-Consul of Italy in Edmonton. The opening will take place at 7:45 pm in the Fine Arts Building Gallery.

Through photographs and texts the exhibition explores dimensions of works of the Italian Renaissance that affect their perception, conception and understanding and that demonstrate essential connections between the works and their original sites and placements in a way normally neglected by art books and museums.



Fri., March 5 at 8 pm
Faculty Recital: Stéphane Lemelin, piano

Sun., March 14 at 8 pm
Academy Strings Concert
In Convocation Hall, Arts Bldg.
Info: Dept. of Music: 492-3263.

DEPARTMENT OF MICROBIOLOGY DNA SYNTHESIS SERVICE

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AWARD OPPORTUNITIES

SUMMER LANGUAGE BURSARY PROGRAM

Bursaries are available for full-time students who have attained postsecondary status and who are interested in learning their second official language during a six-week immersion program at participating Canadian institutions.

Qualifications: A student must have general postsecondary standing or will have obtained such status by the time he/she becomes involved in the program. Must be enrolled on a full-time basis in one of the two semesters during the academic year prior to the program.

Bursary: The bursary will defray the costs of tuition, instructional materials and room and board.

Period: Spring or summer.

Applications available: Student Awards Office, 252 Athabasca Hall, or Official Languages Programs, Special Programs Branch, Department of Advanced Education, 9th Floor, Devonian Building East, 11160 Jasper Avenue, Edmonton, Alberta T5K 0L3. Telephone (403) 427-5538.

Deadline for application: 19 March 1993.

There is also a Summer Language Bursary Program for Francophones; contact your Provincial Coordinator for details.

This program is funded by the Department of the Secretary of State and administered by the Department of Advanced Education in conjunction with the Council of Ministers of Education, Canada.

OFFICIAL LANGUAGES MONITOR PROGRAM

The main objective of these programs is to promote the learning and use of the official languages by providing the services of monitors. These programs are aimed at contributing to a better knowledge of Canada's official languages and culture in francophone and anglophone communities in Canada.

(Monitors help students by conveying

to them the cultural aspects of the second official language.) These supplementary, nonteaching duties are carried out under the supervision of certified teachers.

Full-time: Completion of at least one year of postsecondary studies. Candidates must be fluent in their first language. Knowledge of the second language is desirable.

Part-time: Completion of at least one year of postsecondary studies. Candidates must be fluent in their first language and must be full-time postsecondary students. Knowledge of the second language is desirable.

Period of Employment: Full-time: September 1993 - June 1994. Part-time: September 1993 - June 1994.

Salary: Full-time: \$11,400 (subject to change). Part-time: \$3,500 (subject to change).

Applications available: Student Awards Office, 252 Athabasca Hall, or Official Languages Programs, Special Programs Branch, Department of Advanced Education, 9th Floor, Devonian Building East, 11160 Jasper Avenue, Edmonton, Alberta T5K 0L3. Telephone (403) 427-5538.

Individuals applying may be required to attend a selection interview.

Deadline for application: 19 March 1993.

This program is funded by the Department of the Secretary of State and administered by the Department of Advanced Education in conjunction with the Council of Ministers of Education, Canada.

POSITIONS



The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

SUPPORT STAFF

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 26 February 1993. For a more up-to-date listing, please consult the weekly Employment Opportunities Bulletin, the postings in PSSR and/or call the Job Information Line at 492-7205 (24 hours). Positions available as of 26 February 1993.

The salary rates for the following positions reflect adjustments in accordance with the new classification system and pay plan.

CLERK TYPIST (RECEPTIONIST) (Grade 5), Office of the Dean of Student Services, (\$1,891 - \$2,343)

SECRETARY (RECEPTIONIST) (Grade 5), Faculty of Nursing, (\$1,891 - \$2,343)

SECRETARY (Grade 6), Civil Engineering, (\$2,070 - \$2,580)

SECRETARY (GRADUATE PROGRAM) (Grade 6), English, (\$2,070 - \$2,580)

PROGRAMMER ANALYST (Grade 9), Office of the Registrar, (\$2,636 - \$3,343)

PROGRAMMER ANALYST (Grade 9) (Term to 18 February 1994), Office of the Registrar (\$2,636 - \$3,343)

The following positions retain salary rates in accordance with the previous classification system and pay plan.

SENIOR FINANCIAL RECORDS CLERK/FILE CLERK (Term to 31 December 1993), Advancement Services, (\$1,597 - \$2,005)

STOREMAN I (Hourly), Pharmacy, (\$9.79/hour)

TECHNICIAN I/TECHNOLOGIST I (Trust/Part-time/Hourly), Medicine, (\$12.16 - \$14.99/hour)

PROGRAMMER ANALYST II (Trust/Term to 1 February 1994), Computing Science (\$2,692 - \$3,497)



ACCOMMODATIONS AVAILABLE

VICTORIA PROPERTIES - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

SHARE - Idlewyld home with two other people. \$270/month plus utilities. Janet/Mike, Western Relocation Services, 434-4629.

RENT - Lansdowne, short term. Furnished four bedroom bungalow, fireplace, double garage. \$800/month plus utilities. Western Relocation, 434-4629.

RENT - Riverbend, Falconer. Exquisite two storey, four bedrooms, many extras. \$1,600/month, immediate. Mike/Janet, Western Relocation Services, 434-4629.

RENT - Parkallen, near University. Two bedroom bungalow, furnished/unfurnished, single garage. Immediate. \$750/month. Janet/Mike, Western Relocation, 434-4629.

RENT - Pleasantview bungalow, inviting, new, three bedrooms. \$1,000/month. Western Relocation, 434-4629.

RENT - May-July, fully furnished, three bedroom, English-style cottage. New kitchen, dining room, hardwood polished floors. University Avenue, \$990/month. 438-7886, 492-5731.

MICHENER PARK - Two bedroom rowhouses and apartments for rent in University residence located in southwest Edmonton. Excellent bus service to University, utilities included. All enquiries welcome, 492-7044.

SALE - Whitemud Way, 4612 151 Street, Riverbend. Gorgeous, 1,800 square foot townhome in mint condition. Loft, oak, jacuzzi, fireplace, \$174,900. Ten minutes to campus. Hugh Moncrieff, Re/Max Real Estate, 488-4000.

SALE - Condo/townhome, Hycourt, #16, 11016 86 Avenue. Three bedrooms, underground parking, fireplace. Large assumable mortgage, list \$134,900. Hugh Moncrieff, Re/Max Real Estate, 488-4000.

RENT - Sabbatical, exceptional two bedroom condo, furnished, parking, University/Strathcona. June/July 1993 - June 1994. \$1,100/month. 492-2800, 439-3424.

RENT - Large, two bedroom suite in house. Walk to University, renovated, very quiet, parking, \$475/month. Georgina, 424-2317, 433-1479.

RENT - April/May - August. Lansdowne, fully furnished home, rent negotiable. 492-1067 day, 434-2960 evening.

SALE - Enjoy! Beautiful ravine lot in prime Riverbend location, 2,100' home. A nature lover's delight. Potential plus! Plus! Renovate! Val Cloud, Spencer Realty, 435-0808.

SALE - Brookside, beautiful bungalow, 1,550'. Maple, hardwood floors, main floor family room, excellent basement development, double detached garage, private deck. This is very desirable. Val Cloud, Spencer Realty, 435-0808.

SALE - Grandview Heights custom-built two storey offers four bedrooms plus den, main floor family room, hardwood floors. Quality plus. Private showing, Beth Siegel, Royal LePage, 487-9092, 455-4181.

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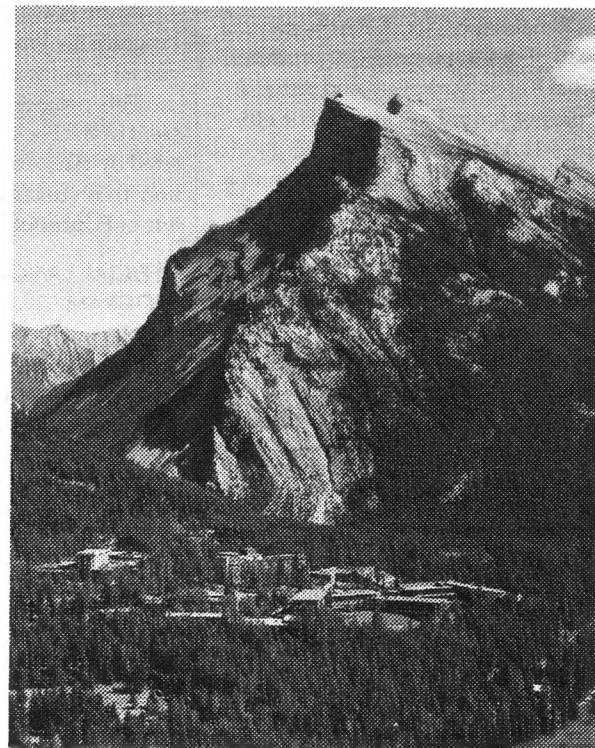
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